



County of Los Angeles
CHIEF EXECUTIVE OFFICE

713 KENNETH HAHN HALL OF ADMINISTRATION
LOS ANGELES, CALIFORNIA 90012
(213) 974-1101
<http://ceo.lacounty.gov>

WILLIAM T FUJIOKA
Chief Executive Officer

December 31, 2007

To: Supervisor Yvonne B. Burke, Chair
Supervisor Gloria Molina
Supervisor Zev Yaroslavsky
Supervisor Don Knabe
Supervisor Michael D. Antonovich

From:  William T. Fujioka
Chief Executive Officer

Board of Supervisors
GLORIA MOLINA
First District

YVONNE B. BURKE
Second District

ZEV YAROSLAVSKY
Third District

DON KNABE
Fourth District

MICHAEL D. ANTONOVICH
Fifth District

DEPARTMENT OF HEALTH SERVICES REQUEST TO APPOINT DR. ANGELA NOSSETT TO THE POSITION OF MEDICAL DIRECTOR I

Consistent with County Policy on management appointments, the Department of Health Services (DHS) requests authorization to appoint Dr. Angela Nossett to the position of Medical Director I at an annual salary of \$151,190.64 (\$12,599.22/month), placing her on Step 7, of this MO8 position and reflecting a 17.52 percent increase over her current salary. We have reviewed the request and recommend approval of the attached DHS request to appoint Dr. Nossett.

As Medical Director I, Dr. Nossett will function as the Medical Director at Martin Luther King, Jr. Multi-Service Ambulatory Care Center (MLK-MACC) and will have oversight for all other medical facilities within this purview. In this capacity, Dr. Nossett will be responsible for formulating, developing and executing medical plans, policies and programs; maintaining 100 percent compliance with the timely completion of corrective action plans for all medical staff services; directing training programs and other medical programs of professional instruction, coordinating the services of attending physicians and house staff physicians and various other duties and responsibilities.

The Department indicates that Dr. Nossett has over 9 years of experience working in a healthcare environment. A copy of Dr. Nossett's resume and additional information from DHS is attached.

Each Supervisor
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The Department indicates that salary placement for Dr. Nossett on Step 7 of Range M08 would be consistent with the level of experience and knowledge that she brings to this position. Based on the information provided by DHS regarding Dr. Nossett's experience and qualifications, we concur with their request to appoint her to the position of Medical Director I at the requested salary.

In accordance with the policy on managerial appointments, unless our office is informed otherwise from your offices by January 11, 2008, we will advise DHS that authorization has been granted to proceed with Dr. Nossett's appointment to Medical Director I at an annual salary of \$151,190.64 effective January 14, 2008.

If you have any questions or concerns regarding this appointment, please call me, or your staff may contact Latisha Thompson of this office at (213) 974-1157.

WTF:SRH
SAS:LT:bjs

Attachments

c: Executive Officer, Board of Supervisors
Director and Chief Medical Officer, Department of Health Services
Director of Personnel

Nossett_bm

PHYSICIAN MANAGEMENT APPOINTMENT REQUEST

Candidate Name: Angela Nossett

Employee No.:

(Check one) NEW HIRE: _____ PROMOTION: ☒ _____

I. FACILITY/PROGRAM

A. Provide organization chart & highlight the position – *Attach electronic copy of organization chart*

(See Attached)

B. Describe where the position fits into the management organizational structure:

This position will report to the Chief Executive Officer, MLK-MACC and will have oversight for all medical staff and medical departments under the purview of MLK-MACC (Hubert H. Humphrey CHC, etc.).

C. Describe the duties and responsibilities which reflect the scope and complexity of the position:

See attached Position Description.

D. Indicate the candidate's unique qualifications, special skills or abilities, work background or experience, etc.:

Dr. Nossett has functioned as the Acting Associate Medical Director at ER Roybal CHC for twelve (12) months, was permanently appointed to this position in March, 2007 and has performed all her duties at an "Outstanding" level. Dr. Nossett has instituted several projects within the facility to improve productivity through Clinic Redesign and the implementation of the "Fast Track" clinic in the Same-Day Clinic and has supervised the Medical Staff effectively. She is well respected and her insight and innovative mindset have improved the facilities productivity and the quality of the care patients receive.

Prior to working at the Roybal CHC, Dr. Nossett worked as the Assistant Medical Director at the Wilmington Health Center where she also led that clinic's Patient Visit Redesign Team. That team received a "County Stars" award from the Board of Supervisors.

Dr. Nossett is Board Certified in Family Practice and is active in Medical Associations and Physician improvement and retention organizations. We believe that Dr. Nossett's experience and background are commensurate with the salary requested.

E. Provide the candidate's résumé or curriculum vitae – *Attach electronic copy*

See Attached CV

F. Identify highest paid subordinate reporting to this position

Name: Helza Mohamed

Employee #:

Title: Chief Physician I, M.D.

Calculated Monthly Salary: \$ 16,589.52 Calculated Annual Salary: \$ 199,9074.24 PPP Sched./Range: M, Step 13

G. Identify management position above the position requested

Name: Antionette Smith Epps

Employee #:

Title: Hospital Administrator II UC

Calculated Monthly Salary: \$ 20,537.16 Annual Salary: \$ 246,445.92 Salary Range: R 19

II. HUMAN RESOURCES

Certify that the position is vacant and budgeted – *Attach Item Control*

YES ☒ NO _____

NEW HIRE OR PROMOTION: Verify current salary of the individual for whom the request is being submitted.

CURRENT MONTHLY BASE: \$ 9,866.00 CURRENT ANNUAL BASE: \$ 118,392.00 Schedule/Step: M07, Step 3

CURRENT CALCULATED MONTHLY: \$ 10,720.89 CURRENT CALCULATED ANNUAL: \$ 128,650.68

Designate amount of proposed monthly salary based on Physician Pay Plan guidelines and verify that requested salary is consistent with other managers in the department.

PROPOSED PHYSICIAN PAY PLAN SCHEDULE/STEP: M 08, Step 7

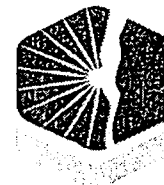
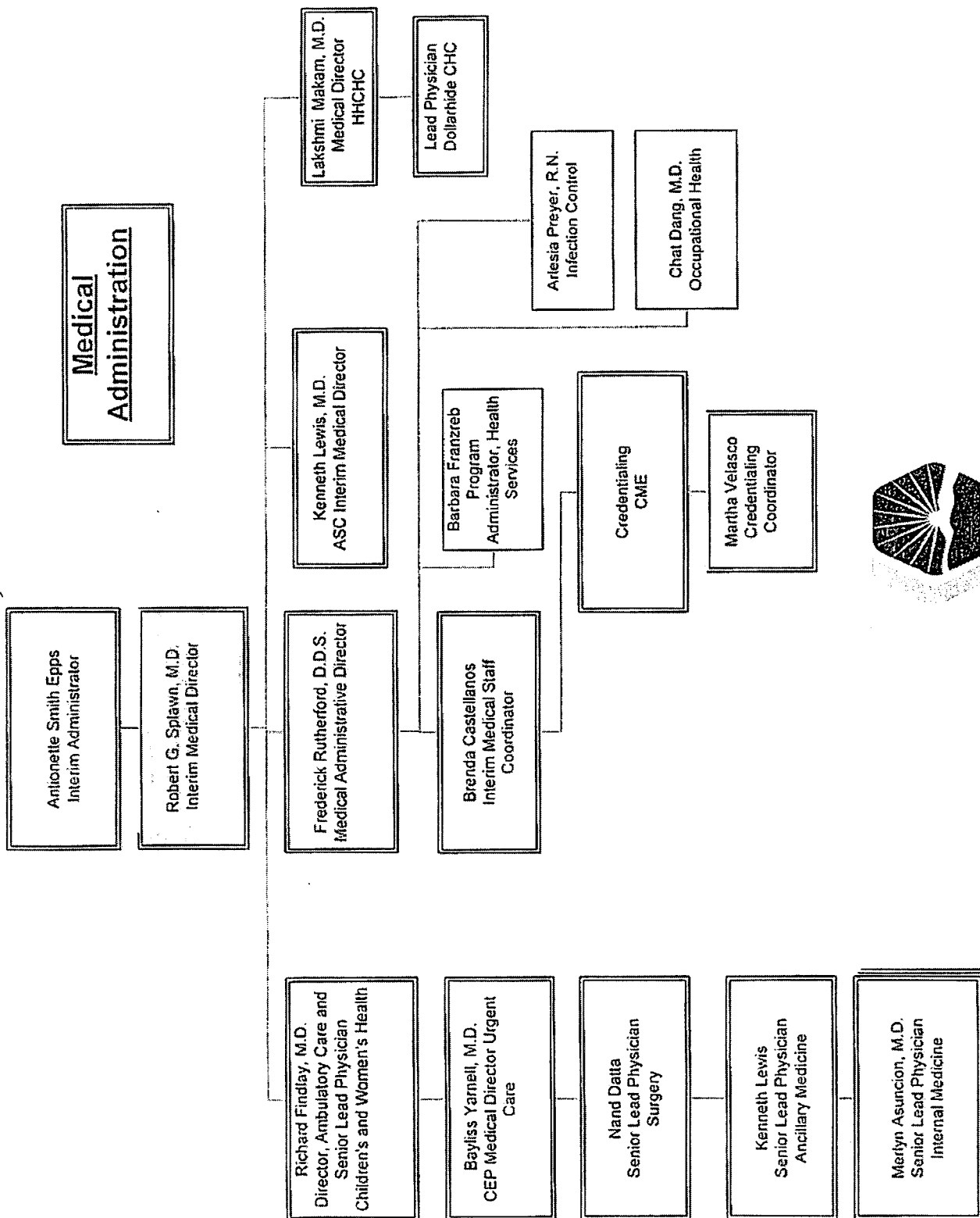
PROPOSED SALARY: New Monthly Base: \$ 11,300.00 (\$ 135,600.00 annually) + 8.25% Medical Director's bonus of \$ 932.25 + 3 % Physician Additional Compensation of \$ 366.97

PROPOSED CALCULATED MONTHLY SALARY: \$ 12,599.22 CALCULATED ANNUAL SALARY: \$ 151,190.64

Provide listing of all internal equivalent positions within facility/program – *Attach electronic copy*
DHS does not have other Medical Director I positions or incumbents.

Verify that candidate is listed on the appropriate Certification List and is reachable – *Attach electronic copy*

YES _____ NO _____



MARTIN LUTHER KING, JR. MULTI-SERVICE AMBULATORY CARE CENTER

Approved

Antionette Smith Epps

Antionette Smith Epps
Interim Administrator

Revised
10/9/2007 RS/lcr

Angela Dee Nossett

Residency

Harbor-UCLA Department of Family Medicine Torrance, California	1998 – 2001
Chief Resident Department of Family Medicine	2001 – 2002
Faculty Development Fellowship	2001 – 2002

Medical Education

University of Illinois at Chicago Chicago, Illinois Degree: MD	1993 – 1998
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Undergraduate Education

University of California at Los Angeles Los Angeles, California Degree: BS in Physiology	1985 – 1993
Rio Hondo Community College Whittier , California Degree: none	1984 – 1985

Clinical Experience

Edward R. Roybal Comprehensive Health Center	2006 – present
Wilmington Family Health Center	2002 – 2006
Venice Family Health Center	2001 – 2002
Long Beach Comprehensive Health Center	2002
Harbor-UCLA Department of Family Medicine	1998 – 2002

Gardena High School Clinic 2001 – 2002

Tender Hearts Private Care 1998

Administrative Experience

Associate Medical Director 2006 - present
Edward R. Roybal Comprehensive
Health Center

Formulates, develops, and executes plans for improved clinic flow, physician training, and participation of medical staff in quality improvement projects.

Serves on DHS Pharmacy and Therapeutics Committee and introduces modern therapeutic agents to clinical staff.

Coordinates the professional services offered at Roybal CHC by primary care providers and attending and resident physicians from specialty services.

Serves on DHS Patient Safety Committee and coordinates plans for compliance with National Patient Safety Goals.

Serves as Infection Control Committee chair at Roybal Clinic and coordinates activities with LAC + USC Medical Center Infection Control Committee to reduce adverse patient outcomes.

Determines equipment and supply needs and sets standards for professional conduct and monitors compliance.

Develops and Implements professional development activities to keep medical staff informed of all modern techniques and therapeutics.

Reviews and develops medical policy and procedures.

Provides medical services as scheduled.

Patient Visit Redesign Collaborative
Coach for Hudson and El Monte Clinics 2006 - 2007

Assisted teams through the developed curriculum of process improvement as design by the Coleman Associates

Provided analysis of data, suggestions for improvement, and real time coaching.

Periodic reevaluation of clinic implementation after culmination of collaborative.

Patient Visit Redesign Collaborative
Redesign Team Leader at
Wilmington Family Health Center

2005

Outlined process of patient visit for Wilmington Family Health Center using tracking and mapping methods taught by Coleman Associates. Lead team in developing a new process and conducting rigorous testing.

Developed presentation for CEO and received authorization to implement new model.

Developed staff training module and successfully training staff in the redesign model.

Implemented and monitored outcomes of redesign project.

Assistant Medical Director at Wilmington
Family Health Center

2002 – 2006

Formulated, developed, and executed plans for improved clinic flow, physician training, and participation of medical staff in quality improvement projects.

Served as Quality Improvement coordinator.

Coordinated the professional services offered at Wilmington Health Center by primary care attendings and residents.

Developed and Implemented professional development activities to keep medical staff informed of all modern techniques and therapeutics

Determined equipment and supply needs and set standards for professional conduct and monitors compliance.

Reviewed and developed medical policy and procedures.

Provided medical services as scheduled.

Chief Resident Family Medicine

2001 – 2002

Served as faculty for the Harbor-UCLA Department of Family Medicine and supervised resident physicians with inpatient and outpatient care. Scheduled and developed training sessions for resident physicians. Participated in Faculty Development Sessions. Served on Resident Review Committee. Provided medical services as scheduled

Harbor-UCLA Department of Family Medicine Project Management Workshop	2001 - 2002
Clinical Monitoring Panel Coordinator Harbor-UCLA Medical Center Coordinated input from hospital wide Committees to complete monthly QI reports	2001 – 2006
Harbor-UCLA Department of Family Medicine Resident Evaluation and Review Committee	2001 - 2002
Harbor-UCLA Quality Improvement Committee	2001 – 2002
Program Enhancement Committee Harbor-UCLA Family Medicine	2001 – 2002

Union Experience

Executive Vice President of The Committee of Interns and Residents (CIR)/SEIU	2002 – 2003
Union of Physicians and Dentists	2003 – 2005
Executive Secretary Treasure of CIR/SEIU	2001 – 2002
CIR/SEIU Regional Vice President of Southern California	2000 – 2001
Executive President of the Joint Counsel of Interns & Residents (JCIR)/CIR	2000 - 2001
JCIR/CIR Chapter President at Harbor-UCLA	2000 – 2002
JCIR Officer at Harbor-UCLA Medical Center	1999 – 2000

Academic Experience

Precept PA and Nurse Practitioners	2006 - present
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Roybal Comprehensive Health Center

Facilitated Problem based learning sessions	2001 – 2002
Presented various medical topics at weekly Morning reports for housestaff	2001 – 2002
Precepted residents in clinic 3-4 sessions Per week	2001 – 2006
Supervised housestaff caring for inpatients	April, 2002

Certification

Board Certified in Family Medicine	2001 – 2008
California Medical License	2009
DEA	2008

Language Fluency

Medical translator at Harbor-UCLA in Spanish	1998 – 2006
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Memberships

Counsel on Graduate Medical	2002 – present
Caucus of Democratic Party	2003 – 2004
Labor Caucus of Democratic Party	2003 – 2004
Latino Medical Student Association	1994 – 1996

References

Available upon request